

# State Police — A Modern Force Handling Diverse Responsibilities



## Monitors' Reports Praised Elimination of Profiling, Lauded Trooper Training; Agency Acquired Hundreds of New Patrol Cars, Opened New Facilities

Working cooperatively, the Attorney General, the Superintendent of State Police and the Office of State Police Affairs within the Attorney General's Office collaborated on a number of key policy actions, personnel-management-related decisions, and equipment acquisitions in 2003-2004 that continued to develop the State Police into one of the nation's finest statewide law enforcement agencies.

Through cutting-edge trooper training, enhanced management practices and an ongoing commitment to diversity and cultural sensitivity, the State Police continued its evolution into a stronger, more accountable organization — one that continues to move forward to meet the challenge of full compliance with the racial-profiling-related federal Consent Decree of 1999.

In December 2004, Attorney General

Harvey and the Office of State Police Affairs announced the filing of the 11th Independent Monitors' Report, which noted again (as in prior reports dating back to 2002) that no evidence of racial profiling by State Police had been found by the monitoring team during the most recent six-month review period. The Monitors praised the State Police for having made "remarkable progress" in such key areas as field operations, trooper training, and personnel supervision.

The 11th Independent Monitors Report demonstrated that — for the first time since monitoring of State Police began under the federal Consent Decree — the State Police had accomplished all field-operations-related tasks outlined in the Consent Decree.

The 11th Independent Monitors Report reflected information compiled during a six-

month period spanning April 1, 2004 through September 30, 2004 by Independent Monitors Dr. James Ginger and Albert Rivas, Esq., who, as part of their work, conducted a variety of on-site review activities.

In addition, the Monitors reported that State Police motor vehicle stops reviewed by the monitoring team were "remarkably trouble free," and that incidents in which troopers conducted consent searches, deployed drug-sniffing dogs or used force in dealing with suspects were found in each case to have been executed professionally, and for legitimate cause.

In announcing the results of the Monitors' Report, Attorney General Harvey described it as testimony to the "dedication, professionalism and commitment to excellence" of the State Police. Over time, each subsequent Independent Monitors report has verified the continuing compliance of State Police with the tasks of the federal Consent Decree. The 11th installment, however, painted the most positive picture yet of a quality law enforcement organization embracing historic change.

THE STAR-LEDGER

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### 44 seized in Essex blitz on narcotics gang

Raids come as State Police announce the start of uniformed patrols in Irvington

BY JONATHAN SCHUPPE  
STAR-LEDGER STAFF

Monday, authorities waited until yesterday to announce them. They also announced the start of uniformed State Police patrols in their neighborhoods. "We want to take the heat off the windows," Fuentes said.

### Raids on street gang net Latin Kings suspects

BY JONATHAN SCHUPPE  
STAR-LEDGER STAFF

Law enforcement authorities yesterday arrested five alleged members of the State Police Street Gang Unit and the arrests came as the result of leads that sprouted from last year's Operation Catapult, in which five current and four former members were

tion and community education programs," acting Attorney General Peter Harvey said. One of the Crown Council members arrested yesterday, Rafael "King Daddy-O" Melendez, 32, of Newark, was charged in an Oper-

Perez, 24, of Jersey City; and more than "King Shorty" Mutias, 21, of Jersey City. A fourth alleged conspirator, Rensso "King" Castello, 25, of Guttenberg, was arrested May 3.

"These guys were on our screen, but we were just in

### Child-porn sweep nets 39 arrests

The probe focused on images traded over the Internet.

By Robert Moran  
ENQUIRER STAFF

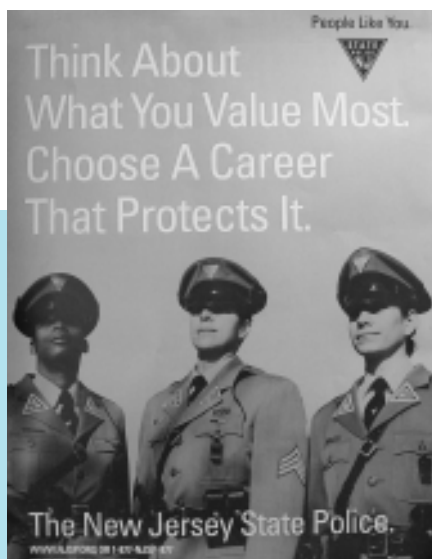


*As part of a continuing effort to ensure the safety of both the public and New Jersey State Police personnel, the State Police continue to acquire new patrol cars to replace outdated, high mileage units. At left, a road trooper and a volunteer demonstrate one of the many vital functions provided by State Police assigned to marked patrol units — drunk driving enforcement.*

In describing State Police field operations during the review period, the Monitors referred to evidence of “rapid, meaningful and focused improvements.” The Monitors referred to the Office of Professional Standards — the State Police internal affairs section — as a “shining star” in the agency’s ongoing effort to comply with all aspects of the federal Consent Decree. They also praised the State Police approach to preparing new recruits, which includes cutting edge cultural sensitivity training.

In addition to the stellar 11th Independent Monitors report, other important progress made in 2003-2004 included:

*The Attorney General’s Office has been vigorously pursuing a multi-faceted trooper recruitment campaign under the slogan “People Like You.”*



#### ❖ **Recruiting Initiative** —

The Division undertook a new recruiting initiative designed to attract State Police candidates from as diverse and qualified a candidate pool as possible. Among other things, the campaign involves the use of female and minority command staff as recruiters. (Female and minority command staff — those at the rank of Captain or above — have increased roughly 24 percent under Attorney General Harvey). The recruiting campaign also involves the airing of public service announcements through media outlets that reach a multi-cultural audience. Those seeking additional information on State Police recruiting can visit a special State Police Web page dedicated to recruiting at [www.NJSP.org/recruit](http://www.NJSP.org/recruit).

#### ❖ **Investing in the Safety of Citizens, Troopers** —

As part of a continuing effort to ensure the safety of the public, as well as the troopers who patrol New Jersey highways and protect its neighborhoods, State Police purchased nearly 200 new patrol vehicles in 2003 and acquired another 400 new cars in 2004 to replace outdated, high mileage vehicles.

#### ❖ **Accountability Via Full MAPPS Implementation** —

In January 2004, the State Police Management Awareness Personnel Performance System (MAPPS) — the first law enforcement personnel management system of its kind in the nation — became fully operational. A state-of-the-art computer system, MAPPS is designed to allow for maintenance and retrieval of data required to

manage State Police personnel. MAPPS enhances the ability of State Police to monitor the performance of both troopers and supervisors. MAPPS is being used to manage State Police operations on a day-to-day basis, and has been cited by the Independent Monitors as an important management tool.

#### ❖ **New Technology Center/ Troop C Headquarters** —

Now operational, the new Forensic Sciences Center and State Police Troop C Headquarters and Communications Center — located in Hamilton Township — are providing the State Police with important new facilities while also employing state-of-the-art forensic technology for evidence analysis — including DNA. New Jersey is now home to one of the finest evidence analysis facilities in the entire country.

#### ❖ **Leaders Attend Executive Training at Rutgers Policing Institute**

As part of the Attorney General’s effort to ensure quality leadership throughout the State Police organization, members of the State Police who are promoted to the rank of captain, major or lieutenant colonel are required to undergo training at the Executive Development Center of the Policing Institute at Rutgers University-Newark. A collaborative effort of the Attorney General’s Office and Rutgers, the Executive Development Center is designed to broaden the skills of state and local police in top administrative positions, and prepare them to address, from a leadership perspective, the complex challenges that confront police organizations in the 21<sup>st</sup> century. Taught by preeminent scholars and law enforcement practitioners, the core instructional course stresses the conceptual over the technical, and addresses such broad issues as leadership, diversity, managing change, and effective planning. The critical thinking, research, and problem-solving skills of State Police managers are strengthened through class discussions, case studies, group exercises and reading assignments. The cornerstone philosophy behind the Policing Institute’s Executive Development Center is that today’s world — and tomorrow’s as well — calls for law enforcement leaders who can take a broad view of their discipline, and who can genuinely understand the larger social context in which they work.